

EXHIBIT H

1. Bill F
2. Randy L
3. Mark Dering

↓
 3-way conference call ^{to Balisthome} about
 Dec. 4 - B. F. said he talked
 to Pat Bishop & SERGEO GARCIA about
 the incident about Dab.

⇒ Beth talked with Pat Bishop Dec. 5
 & they have never talked to
 with Bill F.

ON DEC. 4th TUES APPX 11:00 I ~~TALK~~
 RAN INTO BILL FRUEHMAN IN THE PARKING
 LOT. I INTRODUCED my wife to Bill F.
~~WIFE~~ I TOLD BILL I needed to talk
 to him ABOUT my T. ISSUES. HE SAID
 COME TO my Office RIGHT NOW, So we
 HAD A 20 minute meeting where I explain
 my SIDE OF THIS STORY. HE seemed
 SYMPATHETIC to some of my ISSUES.
 I TOLD HIM THIS WHOLE THING (TERM)
 STARTED 2-3 months ago, WITH ME
 BEING HARASSED I swore at by
 MARK D. DAYSHIFT FOREMAN

BILL SEEMED VERY CONCERNED WHEN I TOLD HIM, I WAS HARASSED & VERBALLY ABUSED BY M.D. HE ASKED ME "WHAT EXACTLY DID HE SAY." I SAID, HE SWORE "WHAT THE F ARE YOU DOING." I SAID I'M WAITING ON MATERIAL FROM JASON P. (SIDELOADER OPERATOR), AND I WAS TRYING TO LOAD 2 ROLLS OF PVC (60 WIDE) CLEAR PLASTIC onto the PVC MACHINE. HE SAID "FUCK YOU, GET TO WORK" I SAID TO HIM (MARK D.) "YOU CAN'T TALK TO ME THAT WAY." HE SAID "FUCK YOU, I'LL DO ANYTHING I WANT" ~~HE~~ HE WALKED AWAY. PAT BISH & SERGIO BOTH HEARD THIS CONVERSATION. THEY BOTH TOLD ME TO FILE

A HARASSMENT GRIEVANCE AGAINST
MARK D., FOR SWEARING, HARASSING
& VERBALLY ABUSING ME. "I SAID I
CAN'T DO THAT CAUSE, MD, WILL
KILL my OVERTIME, & not allow me
to work ~~anytime~~ overtime. THIS IS
STANDARD PROCEDURE TO cut an employee
overtime when you have issues with the
SO I DIDN'T FILE A GRIEVANCE FOR HAR
AT THAT TIME, EVEN THOUGH PATRICK
& SERGIO SAID, "THAT'S THE ONLY WAY
YOU'LL GET ANY RESPECT FROM MD
AND GET HIM TO NOT HARASS YOU.
I SAID I CAN'T DO THAT (GRIEVANCE)
~~BECAUSE~~ BECAUSE, I HAVE WIFE, 4 KIDS
MORTGAGE, COLLEGE BILLS ETC. I HAVE
TO PROTECT THEM (FAMILY)

TO PAY ALL my BILLS FOR COLLEGE, MORTGAGE ETC.

SO, PAT BISHOP WALKED BY & I SAID PAT COULD YOU HELP ME LIFT THESE 60" WIDE PVC ROLL; (ABOUT 80 LBS EACH.) ONTO THE PVC MACHINE. PAT B. SAID SURE, BUT let me ask my FOREMANRD FOR PERMISSION. HE GOT PERMISSION TO HELP FROM RAY D. HIS FOREMAN. PAT B. CAME BACK, WE LOADED THE 2 ROLLS OF 60" PVC ONTO THE MACHINE. WHEN WE FINISHED, MARK D., CAME UP & BLEW UP. HE YELLED AT US AGAIN FOR TALKING & WROTE PAT BISHOP UP FOR TALKING, EVEN THOUGH HE HAD PERMISSION.

TO HELP ME LIFT & SETUP THE
60" PVC ROLLS, PAT B. GOT
WROTE UP ^{by MARK D.} FOR HELPING AN EMPLOYEE
OUT LIFTING STUFF. THESE ROLLS ARE
HEAVY & BULKY & ARE EASIER TO
LOAD WITH TWO PEOPLE. PAT BISHOP
GOT WROTE UP, I GOT WROTE UP, TOO,
BUT IT ^(mine) WAS A "VERBAL" WARNING.
I REFUSED TO SIGN IT, BECAUSE IT WAS
TOTALLY UNFAIR, PLUS I WAS THE
ONE WHO WAS VERBALLY ABUSED & HARASSED
I TOLD THIS STORY TO PETE L. (MY
UNION STEWARD, HOW M.D. SWORE AT ME,
HARASSED ME, & WROTE ME UP. (verbal w.
PETE SAID, MARK'S HAVING A BAD DAY,
LET'S GO TALK TO RANDY L (PLANT MGR
AND WE'LL + + + + +

HARASSMENT & VERBAL ABUSE. 11

SO WE WENT TO RANDY & LUNT'S OFFICE & TOLD HIM THE STORY. HE SIDESTEPED THE ISSUES OF HARASSMENT, SWEARING BY MAD. HE SEEMED ^{MORE} ~~BEY~~ INTENT ON ~~OTHER~~ ^{OR} OTHER ISSUES & DIDN'T EVEN SAY, "I'LL TALK TO M.D. ABOUT THE SWEARING & HARASSMENT." INSTEAD HE BROWBEAT ME ABOUT ^{CI} ~~BE~~ WHAT DID YOU DO ~~WHILE~~ WHILE YOU WERE WAITING FOR MATERIAL 60 WIDE FROM JASON (SIDELOADER)." I SAID I WAS PUTTING AWAY ^{TWO} ~~A~~ SKIDS OF PVC THAT WAS ON THE FLOOR BY THE PVC MACHINE. HE TURNED THE WHOLE VERBAL ABUSE BY (M.D.) INTO A

~~VERBALLY~~

QUESTIONING & HARASSING ME ABOUT
my last hour. (HE ^{REL} REJECTED THE
PREVIOUS SKID OF METAL (DEFECTIVE)
HE SAID, "HAVE JASON BRING YOU
DIFFERENT MATERIAL, THIS IS BAD
MATERIAL." RANDY KNEW THE STORY
ABOUT THIS MATERIAL, HE KNEW I
was waiting for DIFF. MATERIAL TO
PROCESS THE ORDER. I TOLD HIM
REPEATEDLY, THAT I was waiting for
material \pm HR. FROM JASON I was
trying to LOAD 2 ROLLS 60 WIDE.
HE TURNED THE WHOLE STORY OF
HARASSMENT BY HIS FOREMAN
(MAD) \pm INTO, BLAMING ME. I CAN'T

control the SIDELOADER DRIVER. JASON was completing hot orders (TODAY'S POOL TRUCKS) WITH HIS DAD. D.P. WHEN A WORK STATION HAS ~~HOT~~ PRIORITY ORDERS (TODAY PT.) THAT COMES 1ST. EVERYBODY ELSE HAS TO WAIT. JASON WAS DRIVING FOR 2 SHEAR OPERATORS, A SHEET STATION & myself. (PVC STATION) THATS 4 PEOPLE HE WAS SETTING UP. IT TAKES TIME TO CLEAR SKIDS FROM STATIONS (BRING TO BAY ONE, BRING NEW material ETC. IT TAKES TIME & ALL WE CAN DO IS WAIT OUR TURN. MY ORDER WAS NCD FOR TONIGHTS POOL TRUCK. ~~000103~~ TOP PRIORITY. SO, I KNEW I HAD TO WAIT

WHILE I WAS WAITING I PUT AWAY
 2 SKIDS - (8-10 ROLLS OF PVC) INTO
 THE RACK, CLEANED UP & RELOADED
 THE 60" WIDE PVC ROLLS WITH
 PAT BISHOP, WE WERE BUSY. MAD
 WAS HAVING A BAD DAY & WENT OFF.
 HE NEEDS TO BE MORE PROFESSIONAL
 & NOT HARASS OR SWEAR AT HIS
 EMPLOYEES. THIS IS THE INCIDENT,
 THAT STARTED A CONTINUING PATTERN
 OF VERBAL ABUSE & HARASSMENT, THAT
 CONTINUED UNTIL MY T. DEC. 3.

ON THE SUSPENSION, 3 DAYS, NO PAY.
 THAT I RECEIVED, I KNOW THAT I
 DID EVERYTHING RIGHT (KEYPUNCHED)
 I PK 40 ORDER, WENT TO 2ND PAGE

PUT IN ALL NECESSARY INFORMATION,
EVERYTHING WAS PERFECT, computer
DID NOT REJECT, (CATCH) ANY ERRORS,
EVERYTHING SEEMED FINE. ON MONDAY
MAD, SAID I MESSED UP THE ORDER
& GAVE ME A 3 DAY SUSPENSION.
I WAS SHOCKED, I KNEW I DID
EVERYTHING RIGHT, MAD NEVER DID
~~REPLY~~ SHOW ME WHAT I DID WRONG.
I SAID, I PUT IN ALL THE
INFORMATION, KEYPUNCHED IT, & EVERYTHING
WAS OK.^u

219-808-7904

PAT BISHOP (SERGIO GARCIA

TELL THE TRUTH WHAT HE SAID & HEARD
DATE OF HIS WRITING - GRIEVANCE
LETTER - WOULD HE WRITE LETTER OR
STATEMENT ABOUT THESE ISSUE.
WOULD HE PUT IT IN WRITING??

DID HE TALK TO SERGIO G.
I NEED SERGIO'S PHONE #

I NEED BISHOP'S LAWYER'S PHONE #
FOR ADVICE.

DATE - HAR.
LETTER - OK

KEYS TO HARASSMENT DEAL - PAT-60^{PUC}

BEGINNING OF END - PUC-DAY-PAT B. WRITING

000146

X FRUEHAUF'S CONFERENCE CALL - REL, MAD
THEY LIED, THEY NEVER TALKED TO PAT B
OR SERGIO ABOUT ~~THE~~ HARASSMENT. "THEY CLAIMED
PAT B. & SERGIO HEARD NOTHING" A LIE